

## DEFINITIONS

**Army Acquisition Corps.** The Army Acquisition Corps (AAC) is a subset of the Acquisition and Technology Workforce (A&TWF) whose admission stipulates certain status, experience, training and education requirements (Reference: Defense Acquisition Workforce Improvement Act (DAWIA) Chapter 87, 10 United States Code, Section 1732(b), Eligibility Requirements). Within the Department of the Army, GS-13 and above, and personnel demonstration project equivalent converted broadband/pay band level AT&WF members who are either encumbering a Critical Acquisition Position or are Corps Eligible and Level II certified in an Acquisition Career Field are eligible to apply for AAC membership. Military must be serving in the grade of major or above and must also meet the same DAWIA requirements.

**Acquisition and Technology Workforce.** The Acquisition & Technology Workforce (A&TWF) is the acquisition population that accomplishes the many efforts associated with meeting the acquisition needs of the Department of Defense (DoD) and the Department of the Army. This population is identified by occupational series that may fall under one of the following categories within the DoD: Category I positions are always considered A&TWF positions; Category II A or II B are counted when they are located in a listed acquisition-related or science and technology-related organization; and Category III is used to delete or add positions not captured in the above categories. Members of the A&TWF are required to meet specific acquisition certification standards (education, training and experience) for the acquisition position they occupy.

**Acquisition Career Management Advocates.** Acquisition Career Management Advocates (ACMAs) are senior-level civilian AAC members located within organizations having a high concentration of A&TWF. They are chartered by the DDACM and are responsible for command-specific issues and serve to enhance the communication of related topics to the Army's acquisition community.

**Acquisition Career Managers.** Acquisition Career Managers (ACMs) are individuals located throughout the regions and at the U.S. Total Army Personnel Command, Acquisition Management Branch, who provide career guidance to A&TWF members.

**Acquisition Support Center.** The Acquisition Support Center (ASC) is a new organization that reflects the merger of the former Acquisition Career Management Office (ACMO) and the Army Acquisition Executive Support Agency (AAESA). The functions of these organizations have been combined and integrated as a result of the realignment of the Office of the Secretary of the Army for Acquisition, Logistics and Technology.

**Corps Eligible Program.** The Corps Eligible (CE) program facilitates the placement of A&TWF members into Critical Acquisition Positions in the Army, by predetermining and documenting their achievement of AAC qualifications. The CE Program is now open to

employees in GS-12/13 and personnel demonstration projects equivalent converted broadband/pay band levels.

**Critical Acquisition Position.** Critical Acquisition Positions (CAPs) are senior level acquisition positions at the grade of GS-14 and above, personnel demonstration projects equivalent converted broadband/pay band levels, and LTC and above which meet the refined Packard definition for A&TWF. A CAP may only be filled by a member of the AAC, or by an employee granted a waiver of AAC eligibility requirements.

**Functional Chief Representative (FCR).** FCRs are civilians selected by the Career Program Functional Chiefs (FCs) and hold top-level positions in various occupational fields.

**Individual Development Plan.** The Individual Development Plan (IDP) is a five (5) year plan that outlines an employee's education, training, and experience goals. The A&TWF employee prepares the IDP and electronically submits it to his/her supervisor for approval and implementation. Once approved, the CDG Program member's activities are documented in the IDP.

**Proponency Specialists.** Proponency Specialists are civilian AAC members assigned to the ASC and represent the ten Acquisition Career Fields. Proponency Specialists provide career management assistance for A&TWF members within their career field of expertise. They develop workforce policy that is consistent with and responsive to DAWIA and the needs of the entire A&TWF.

**Regional Directors.** Regional Directors are senior level civilians within designated areas who are responsible for assisting the DDACM and the ASC in establishing and implementing acquisition policy in support of Army goals and objectives for a highly qualified A&TWF. They are responsible for overall regional requirements and serve as the primary source of acquisition career management guidance for the regional A&TWF members.

**Valid Offer.** A valid offer is a job or training opportunity that is offered by the CDG Manager or the CPAC representative to a CDG Program member during or at the completion of the CDG program.